



Summary Slides: Faculty Senate Meeting: 19 Oct 2022

DOM Senators:

Gigi Liu: gliu12@jhmi.edu

David Hager: dhager1@jhmi.edu

Wendy Bennett: wendy.bennett@jhmi.edu



JOHNS HOPKINS
UNIVERSITY

RE-INVIGORATING ACTIVITIES IN THE OFFICE OF FACULTY - OFFICE OF WOMEN IN SCIENCE AND MEDICINE - Jennifer Lee, MD, Senior Associate Dean for OWISM



- Starting 2 new Councils
- **Women's Professional Advancement Committee (WPAC)**, Chair is Dr. Dawn LaPorte, Vice Chair is Dr. Kelly Gebo
 - Mission: Build, repair, and catalyze healthy professional environments where women can lead and seek academic promotion
 - **Open to anyone - Email Jenny at Jennifer.lee@jhmi.edu**
- **Advisory Council to Advance Gender Equity** – 1 representative per department at rank of Assoc or Prof; meets 1-2 x per year
- Launching signature leadership programs for women faculty- early, mid-career, executive I
- Starting coaching & peer to peer coaching programs as well

GREAT 8 TRAINING – TO IMPROVE EPIC EFFICIENCIES AND HAVE STAFF HELP YOU MORE



- Do the training – you will get 1 hr. back per month
 - Micro-learning videos on topics that mimic our Epic instance
 - You can find them in “MyLearning” and Great8 Webpage
 - <https://www.hopkinsmedicine.org/office-of-johns-hopkins-physicians/education-training/great8.html#great8>
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HIGH PERFORMANCE SALARY SUPPLEMENTS FOR FACULTY



- JH Faculty salaries are low relative to AAMC standards
- Plan to recognize performance in research and clinical activities (and now adding in role of education mission)
 - Gave data to Departments to check methods and impact and ask questions
- Supplement Funds (17 million) will be paid out to faculty – end of Nov – with short-term goal to impact high-performing faculty currently dramatically undercompensated relative to AAMC specialty specific median value.
- Long-term goal remains to adjust department-level compensation plans to meet fair market compensation levels.



- SOM Financial Transformation Program SharePoint site was launched as central repository for general program information, including workstream timelines and information on workgroup membership.
 - Senate will spend November meeting understanding the timeline and ways for faculty to stay engaged; senators and other faculty are involved with workgroups
 - Program team at som-financial-reform@jh.edu
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- The Johns Hopkins Campus Safety team plans to add a Police Force – officers will be distinct from current safety officers who are present currently in observe-only roles.
- **Looking to engage in the process and an opportunity to lead change as the police force is formalized?**
 - Apply to the Johns Hopkins University Police Accountability Board:

<https://www.surveymonkey.com/r/JHABapplication2022>

UPDATE ON CAREFIRST NEGOTIATIONS



- Agreement with CareFirst was reached
- Johns Hopkins doctors, nurses and other caregivers, as well as our ambulatory surgery centers, will remain in CareFirst's network.